Transforming the way North Carolina does business

BEACON lights the way from the limitations of the past to the possibilities of the future. **HOW?** By modernizing and standardizing key business processes, and better managing our human, financial and information resources.

Formerly known as SBIP (Statewide Business Infrastructure Program), the program will be implemented in phases over the next seven years and will update the fundamentals of our state government operation in:

- Human resources
- Payroll
- Data storage
- Budget management
- Accounting
- Tax and revenue

The first phase is the HR/Payroll initiative, which will go live in early 2008.

A New Foundation

With the implementation of SAP's Enterprise Resource Planning (ERP) software solution, the goal of **BEACON** is to build a foundation for management flexibility, increased efficiency, and improved access to information, ultimately enhancing the quality of services to North Carolina's citizens.

A Top Priority

BEACON is the first major program in North Carolina backed by the legislation of Senate Bill 991. It will:

- Allow the State to operate as a seamless enterprise,
- Enhance the State's buying power, and
- Provide better access to information for improved decision making.

BEACON is a vital step to working smarter – both now and in the future.

A New Level of Collaboration

The implementation of **BEACON** is being overseen by the following:

- Office of the State Controller
- Office of State Personnel
- Information Technology Services
- Office of State Budget and Management
- Department of Transportation

Representatives from nearly every agency in the State will participate in the design and testing of the new business infrastructure. Continued participation from agency staff throughout the program will be key to the success of **BEACON**.

Program Steering Committee

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beacon
hr & payroll

State of North Carolina
Office of the State Controller

building enterprise access
for nc's core operation needs

Why do we need a new HR/Payroll system?

As demand for state services continues to grow, and the size of our workforce levels, we have to work better and smarter.

Current systems simply cannot meet the challenges of today's business needs. Our current HR and payroll systems:

- Rely on dated technology (20-30 years old), which increases the risk of system failure due to the inability to recruit and maintain qualified staff to support the technology

- Do not communicate well with each other and lack integration across the enterprise

- Have limited functionality and are difficult to change for new operational requirements

- Contain several manual, paper-intensive steps that delay processing HR transactions

- Do not meet agency business requirements, resulting in development and continued maintenance for a host of agency-based systems

- Are at risk of payroll delay or failure

What are some of the benefits to the state and citizens of North Carolina?

For policy makers…

- A single repository, with a common set of data elements, to successfully support the State's HR/Payroll reporting and management activities
- Increased ability for agencies to better cooperate through shared information and resources
- Real-time access to transaction activity
- Platform for "single employer" strategy

For North Carolina's citizens…

- Increased productivity that will enable the State of North Carolina to be more competitive in the global arena
- Streamlined business processes to drive efficiency

BEACON HR/Payroll
Helping state employees help themselves…

Your life and family…

Are you moving? Are you getting married? Did you just have a baby?
- State employees will be able to view and change personal information online. You will be able to change items such as home address and phone number, and emergency contact information.

Concerned about your privacy?
- Your privacy will be protected with the introduction of a unique employee ID number that will serve as your unique identifier. Your social security number will no longer be required to access your payroll, benefits, and HR information.

Your pay…

Do you need a copy of your past pay stubs? Did you get a new bank account?
- You will be able to not only view, but print, both current and past pay check detail online. Annual W-2 information will also be provided.

Your future…

Are you looking for career growth opportunities within state government?
- BEACON promotes career advancement opportunities for state employees by removing many of the barriers between agencies. Transferring between agencies will no longer require termination and rehire of employment. The new hire process will be dramatically streamlined.
- Your personal information, employment record, and skills inventory moves with you through the transfer process. Personal information such as address, dependants, bank detail, and skills will remain a part of your employee record.
- In most cases, you will be able to retain many of the benefits you accrued with your previous agency after your transfer.

Your benefits…

Are you looking to modify health coverage?
- Employees enrolled in state benefit programs will be able to view coverage and initiate changes online.

Timeline of Activities

	2006				2007				2008		
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

Prepare
Design
Build and Test
Training/Roll Out
Support & Maintain